

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
DIVERSITY AND MULTICUTURALISM COMMITTEE  
MEETING MINUTES  
July 20, 2011**

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*Diversity and Multiculturalism Committee Members Present: Trustees Louise Sundin, Chair; Duane Benson, Vice Chair; Cheryl Dickson; Clarence Hightower, Alfredo Oliveira*

*Diversity and Multiculturalism Committee Members Absent: None*

*Other Board Members Present: Trustees Bret Anderson, Scott Thiss, James Van Houten*

*Leadership Council Members Present: Whitney Stewart Harris, Executive Director; Patrick Johns, President*

A meeting of the Diversity and Multiculturalism Committee was held on July 20, 2011, at Wells Fargo Place, 4<sup>th</sup> Floor Board Room, 30 7<sup>th</sup> Street East, St. Paul. Chair Sundin called the meeting to order at 9:02 a.m.

## **1. Minutes of June 21, 2011**

The minutes of the June 21, 2011 meeting were approved as written. Trustee Van Houten asked about the issue of citizenship, which he had raised at a previous meeting. Chair Sundin said that Dr. Harris planned to address this topic in his report.

## **2. Diversity and Multiculturalism Division Update**

Trustee Sundin called on Dr. Harris to give the update.

### **Education Training**

Dr. Harris said that the division had held its quarterly Chief Diversity Officer meetings by WebEx last month: discussing the role of the diversity officers in Access, Opportunity and Success grants; inquiring about campus programs and best practices; and notifying them that they would be asked to provide information regarding programs or activities that are related to citizenship matters.

### **Compliance**

The Office of the Chancellor's Diversity and Multiculturalism division has asked all campuses to submit updated diversity plans. The division will review all diversity plans for best practices and give a summary to chief diversity officers.

The division has prepared a draft division work plan, but is waiting to finalize it until after the September meeting with the new Chancellor.

Among some of the upcoming issues: (1) the division is reviewing its name and mission at the request of Trustee Sundin. (2) The division will be preparing the biennial report for the Office of Civil Rights, a lengthily report about the compliance work of the system. (3) The division will be working with Academic Affairs to examine issues concerning special populations under the Perkins Grant. The major work of the division remains providing assistance to campuses relating to using diversity concepts and techniques to advance access, opportunity and success.

In answer to a question, Dr. Harris said that Resources for Results will be run as a pilot program in conjunction with the Diversity Awards.

Trustee Benson asked if the system still has programs to bring young people into colleges for programs while still at high school, and he wondered whether the funding stream for the Post Secondary Enrollment Options program could be used for underrepresented students. Dr. Harris responded that one goal could be to work with Academic and Student Affairs to examine the current program and see if the PSEO program could be used to enhance access for underrepresented students. Dr. López said that the statute authorizing PSEO prohibits use for remedial or other non-college-level courses. In system institutions, PSEO students are expected to be in the top third of their class, as eleventh graders, or in the top half of their class, as seniors. The legislature expanded to include some 9<sup>th</sup> and 10<sup>th</sup> graders as well. The program that Trustee Benson had referred to, the PACE program at Century College and at Inver Hills Community College, focuses on the middle 50 percent of the students, and they are provided a high level of support.

There was a discussion about ways to broaden PSEO participation. This could include better marketing; offering technical college programs as part of the program; asking the legislature to expand the depth and breadth of the program, making it more accessible to first generation students; examining the system's own policies; and exploring expanding the services to young people who are incarcerated. Diversity staff will work with Academic and Student Affairs staff to examine this issue further and will bring a briefing back to the committee. Included in the briefing will be an examination of what is happening, what is statutory and what is in the Board policies. This will be with the goal of attracting young people to consider PSEO who have not been considering it before.

### **3. Proposed Amendment to Board Policy 1B.3 Sexual Violence Policy (First Reading)**

Renée Hogoboom, Associate Director for Diversity and Multiculturalism, summarized the proposed policy amendment. This is a regular review of the 1B.3 Sexual Violence Policy, and there are very few changes. The first change is in response to a communication regarding proposed changes to sexual violence policies received in April of this year from the United States Department of Education Office for Civil Rights. Internal dispute resolution mechanisms, including mediation, are removed as options, as they are not considered appropriate in cases of sexual assault. Second, there is a small language change. Third, the definition of student changed to be consistent with the definition of student in the student conduct code. In answer to a question, this policy is under the purview of Diversity and Multiculturalism because Sexual Violence is a form of discrimination, which this division handles.

#### **4. Proposed Amendment to Board Policy 1B.4 Access for Individuals with Disabilities (Second Reading)**

Renee Hogoboom noted that she provided two copies of the policy, one showing the changes and one clean copy to show how it would look with the changes made. The first change was to add “and accommodations” to the title of the policy. Access has to do with barrier removal; accommodations include learning adjustments. In response to feedback given at the last meeting, the definitions have been revised. Otherwise, the policy is very similar to the one brought to the previous meeting. In response to questions, “materially” is the language that State of Minnesota uses; and “substantially” is language the federal government uses. The policy has been changed to mirror the state language. General Council Gail Olson said that the state courts follow federal courts closely in discrimination areas; and the system is required to provide the protection offered by both of the laws.

Trustee Olivera moved approval of the amendment. The motion was seconded and the amendment was approved.

President Johns, filling in for President Davis at the meeting, said that the Leadership Council Diversity Committee has had a productive year. Trustee Van Houten asked what changes had been made to the division as a result of the downsizing in the system office. Dr. Harris said that the division lost one and one-half positions. The division moved to having only half-time administrative assistance and dropped the position that used to do community outreach. The elimination of this position was based on input from presidents that this was a function they could more readily accomplish on the campus level. The division’s focus has shifted more to the campuses, including providing technical assistance to campuses, such as to affirmative action officers, decisionmakers, investigators and others. The division is doing more e-training for second-level diversity training. (Dr. Harris believes that first-level training is best done face-to-face because it can be more emotional.) The division is serving as a clearinghouse for the requests for community outreach that it continues to receive, passing these requests on to individual campuses and sometimes providing resources and training for them to do this work. Another function of the division is promoting the sharing best practices between system institutions. He said that the system is one of the leaders in the country in coming up with measurable outcomes.

In answer to a question from Trustee Hightower, Dr. Harris said that losing staff will slow the work down but will not prevent the division from reaching its goals. If there is a way to get the staffing back, he would find it extremely helpful to do so.

The meeting adjourned at 9:53 a.m.

Respectfully submitted by Gale Rohde